

Mailing Address:

New Hampshire Board of Nursing
78 Regional Drive, BLDG B
PO Box 3898
Concord NH 03302-38198

Location

78 Regional Drive, Bldg. B
Concord, N.H. 03302-3898
Telephone:
Nursing: (603) -271-2323
Nurse Assistant: (603) -271-6282

State of New Hampshire New Hampshire Board of Nursing Newsletter

Board Members

Gail Barba, Public Member
Term Expires 12/1/2000

Margaret Franckhauser, A.R.N.P.
Vice Chairperson
Term Expires 5/10/2003

Harley Featherston, Public Member
Term Expires 5/10/2003

Stanley J. Plodzik, Jr., R.N.,
Chairperson
Term Expires 5/10/2001

Geraldine Stone Donahue, R.N.
Term Expires 5/10/2001

Mary Lou Asbell, R.N.
Term Expires 5/14/2003

Tricia Duff, L.P.N.
Term Expires 5/10/2003

Linda L. Compton, R.N.
Term Expires 5/10/2001

Constance Theberge, L.P.N.
Term Expires 11/16/2000

Office Staff

Cynthia Gray, M.B.A., B.S.(n), R.N.
Executive Director

JoAnn Allison, R.N., M.S.
Assistant Director, Nursing Education

Margaret Walker, R.N., M.B.A.
Program Specialist IV

M. Lee Leppanen, M.N., B.S.N., J.D.
Investigator, Prosecutor

Kathryn Dickson
Executive Secretary

Susan Goodness
Administrative Assistant

Kim Cicchetto
Executive Secretary

Sheila Stolte
Senior Accounting Technician

Vacant
Secretary II

Susan D. Kane
Secretary II

Debbie Emerson
Secretary II

Kathryn Crumb
Secretary II

Guy Alling
Secretary I (PT)

Vacant
Secretary II

Debbie Hoos
Secretary I (PT)

FEATURES this issue:

- Board Highlights
- Annual Report
- Question & Answer Update
- Licensing

NEED INFORMATION

24 HOUR, 7 DAY-A-WEEK SERVICES

Dial: 603-271-6599

PRESS 1:

To verify a nursing license.

PRESS 2:

To verify a nursing assistant license.

PRESS 3:

For the Board of Nursing mailing address, telephone number and directions to the Board office.

PRESS 4:

For the Bulletin Board.

- Notices, Announcements and General Information.
- Office hours.

PRESS 5:

Overview of the licensing by examination (NCLEX) application process.

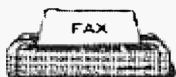
PRESS 6:

For information about the status of an application filed with the Board.

OR

FOR DOCUMENTS AND FORMS:

Dial: (603) 271-4969 "Fax On Demand"



OR

"CONNECT TO THE INTERNET"

<http://w.state.nh.us/nursing/>



Coming Soon "On line License Verification" - Watch the Board's Webpage.

For other information call the Board during scheduled office hours. **DIAL:** 603-271-2323 or 603-271-6282

OFFICE HOURS

The office is open Monday through Friday
8:00 A.M. to 4:00 P.M. Eastern Standard Time
(except for designated holidays.)

Temporary license applications, R.N., L.P.N.,
and A.R.N.P. are accepted between
9:00 A.M. and 3:00 P.M.

NOTE: A temporary license will be mailed after review of the application. A temporary license is valid for 180 days or until NCLEX or certification examination results are received, a permanent license issued, or Board action. The temporary license also becomes invalid when the application for permanent licensure expires.

HOLIDAYS OBSERVED 2000 - 2001

***November 10,2000	December 25,2000
November 23,2000	January 01, 2001
November 24,2000	January 15 2001
February 19,2001	

*****Whereas Veterans Day, the calendar holiday falls on a Saturday November 10,2000, State offices will be closed on Friday November 10,2000. ****

DATES TO REMEMBER

Board of Nursing Meetings

(The third Thursday of each month)

*November 16, 2000	February 15,2001
December 21,2000	March 15,2001
January 18,2001	April 19,2001

***Note:** A working session is scheduled for the morning.

Open Forum is the time on the Board agenda for direct communication with the Board. Individuals seeking to address the Board should contact: Cynthia Gray, M.B.A., B.S., R.N. C.P.A.N., Executive Director, **at least two weeks** before the scheduled meeting time for specific information and guidelines.

COMMITTEE MEETINGS

Liaison Committee

(The fourth Thursday of each month)

*November 30,2000	February 22,2001
December 28,2000	March 22,2001
January 25,2001	April 26,2001

* Holiday Schedule

The committee agenda is finalized 10 days before the meeting. Only completed applications are reviewed.

Practice & Education Committee

Meetings are set as needed. Please contact the Board Office for the next scheduled date.

Joint Health Council

February 5,2001
May 7,2001

Prescriptive Practice Committee

No Meetings scheduled.

**All meetings are open to the public, and are held at
78 Regional Drive, Concord, New Hampshire**

BOARD ACTIVITIES

Message from the Board Chair

... **Stanley J. Plodzik Jr., R.N.**

As the saying goes, nothing is permanent but change, and so it is with the Board of Nursing since our last newsletter in the Spring.

In July, Dr. Doris Nuttelman, our Executive Director for the past fifteen years retired. Over the span of her professional life, Doris began as a nurse anesthetist, and held other positions as instructor, Director of the Division of Nursing at the American International College, consultant for the South African Nurses' Curriculum Association, Chairperson of the Department of Nursing at Colby Sawyer College in New London, and the Assistant as well as Executive Director to the Board of Nursing.

During her tenure, numerous changes in the licensing of over 30,000 professionals took place including the introduction of computers to assist with the process of licensure, major revisions in the rules and regulations governing nurses, and the additional registration of all courses offered in NH. In addition, Doris was actively involved in a number of professional associations and was recognized nationally for her expertise and knowledge regarding regulation in health care and a member of the National Council of State Boards of Nursing on their long range planning, nominating and finance committees.

Hundreds of colleagues and friends joined the Board of Nursing membership on July 10th to say their good byes and expressed their deep appreciation to Doris for all her efforts and support in health care issues over the years as Executive Director. Doris is not likely to be found rocking in a chair, but has definite plans to continue her education and pursue a degree in law! A real professional in every sense of the word, and we all wish her the very best!



Pictured left to right : Geraldine Donahue, R.N., Tricia Duff, L.P.N., Stanley J. Plodzik, Jr., R.N., Chairperson, Doris Nuttelman, Ed.D., R.N. and Constance Theberge, L.P.N.

A Thank you from Doris G. Nuttelman, R.N., Ed.D.

A thank you for all those people and organizations who noted my retirement. If you attended the reception you know we had a great time. If you were unable to attend or made calls I appreciated your notes, calls and have spent many interesting hours reading and pondering the comments. I enjoyed the Board years and the many interesting people involved with Board activities. Now it is time for new adventures. Again, my thanks ... new address pilnl@tsd.net

During this interim period, we were most fortunate to get Dr. Joanne Farley to work part time filling in until we could get a new Executive Director. Joanne has done a herculean job, particularly in that she had to prepare the budget (actually there are 3) projected for the next 4 years. Certainly - no easy task for sure. We deeply appreciate her efforts as well as all the staff during this transition phase. They have all done a superb job.

I'm pleased to announce that at our September's Board meeting, the Board selected a new Executive Director, Cynthia Gray, M.B.A., B.S. (n), R.N. Cyndy is no stranger to the Concord office as she was a former Board appointee from 1995-1998. In addition, she has held a number of positions including staff nurse in ER, ICU, OB, PACU, Assistant Director for Ambulatory Services, and most recently, the Director of Oncology Services at Parkland Medical Center. She has been active in a number of professional interests as well, and she is truly excited about this next step in her professional career. The Board shares her enthusiasm and positive attitude as we embark upon new leadership at a time of considerable change in health care. We certainly welcome her, and eagerly look forward in working with her as she takes the reins of this important State service position. Congratulations to her, and join me in wishing her every success in this role!

With regret, I would like to take the opportunity to acknowledge the recent deaths of two significant members of the nursing profession and past members of the Board staff: Anita Ravenelle and Mary Kinson. Each of these professionals made a significant contribution to the Board's function and purpose, protecting public safety.

Anita came to the board in 1977 as Assistant Director, Nursing Education. In this role, she was responsible for the evaluative assessments and on-going monitoring of all the entry-level nursing programs within the state. She brought with her a solid background and experience as a nurse educator.

Mary Kinson joined the Board staff in 1992 and faced the challenges related to establishing the process for the regulation of nursing assistant practice in New Hampshire: licensure, educational program approvals, rule revisions and disciplinary investigations. Until her retirement in 1998 because of her illness she was active both on the local and national levels addressing the benefits of nursing assistant licensure, the importance of identifying their role, the necessity of educational preparation for practice and the role of the Board.

Nursing Summit IV will commence in November. The Board of Nursing has participated in this Summit since the initial meeting two years ago. At this meeting, after months of dialogue and discussion, task force recommendations will be presented and finalized. No doubt there will be recommendations for revisions to both the Nurse Practice Act and the Administrative Rules. Information about the process and proposed revisions will be printed in the Board's Newsletter; however, since the next issue isn't until Spring 2001 watch the Board web page for posted updates and hearings. Your input is essential, so check the web page frequently: www.state.nh.us/nursing/

For now, to learn more about what the Board has been doing check the first posting of the Board's Annual Report: 2000. The information provided documents the Board's activities for the last five fiscal years, 1996 - 2000. See pages 4 - 7 of this newsletter. The information posted is not financial because the Board's budget is approved by the legislature and as I mentioned, the budgets for fiscal years 2003 and 2004 are now in the approval process. The Board is 100% fee-funded, this means that your licensing fees pay to support the Board, no money is allocated or comes from the state, no tax dollars are used to support the Board staff and functions.

In closing, as the joyful Holiday Season soon approaches, on behalf of all of the Board and staff, I wish each of you and yours good health, much happiness, and prosperity in the year ahead!

BOARD ACTIVITIES

- continued -

Day of Discussion

...*Mary Lou Asbell, Board Member*

The New Hampshire Board of Nursing's Day of Discussion was held on June 8th at the Executive Court in Manchester. A record high attendance participated in the day long forum with a keynote address presented by Margo McCaffery R.N., M.S., F.A.A.N.

Ms. McCaffery is a nationally known expert in pain management, who speaks and writes extensively on the topic. This topic was chosen as a result of the increased attention and emphasis being placed on this issue throughout the nursing practice areas. We were pleased with the overwhelmingly positive evaluations of the day, and our bringing this speaker to the nurses in New Hampshire.

Our 2001 Day of Discussion will be held June 7th, 2001 with a new location of Courtyard Marriott in Concord. The topics will be chosen based on suggestions from last years participants. Our goal will continue to be the provision of a day for New Hampshire Nurses to meet the Board of Nursing and hear about topics currently relevant to practice in New Hampshire. A special effort is being made to increase participation by N.A.s who practice in the State.

Board Activities

March **31,2000** - September **30,2000**

The regulatory authority and structure of the Board of Nursing is established by law, RSA **326-B**. The purpose of the Board is to safeguard life, health and the public welfare of the people of the state and to protect the people of the state of New Hampshire from the unauthorized, unqualified, improper application of services by individuals in the practice of nursing (RSA 326-B:1). The powers and duties of the Board are outlined in RSA 326-B:4. The following is an overview of the Board's activities.

- Acknowledge Governor's reappointment of Board Members: M.L. Asbell RN, T. Duff, LPN, M. Franckhauser ARNP.
- Accepted the Notice of Retirement, July 2000, Doris Nuttelman. Ed D, RN, Executive Director.
 - Established Search Committee: Executive Director.
 - Appointment Interim Executive Director confirmed, Joanne Farley, D.N.S.c, R.N.
- Confirmed attendees to National Council State Boards of Nursing: Education Session and Delegate Assembly, August 2000: T. Duff, M. Franckhauser Board members and M. Walker Board staff.
- Reviewed pertinent issues for consideration at Delegate Assembly.
- Reviewed Board activities and functions:
- Current Board Committees: Purpose, Structure, and Membership.
- Reviewed Day of Discussion: Participants' Evaluative Comments.
- Revised the Nursing Educational Program Review Process.
- Established a Board member Sub-Committee to review the Self-Study, Site Visit Summary and Report.
- Review of Board's web page information.
 - Approved proposal: Posting License Status information
 - Initiate Newsletter posting and archiving
 - Initiate posting of Board Agenda and archiving

Licensing Issues:

- Confirmed immediate license suspension and issued a Notice of Hearing. (RSA 326-B: 13-b)

- Review of First Time Candidate NCLEX-PN, RN percent passing: January 1999- December 1999.
- Update on Commission On Foreign nursing review and verification process: Curricular Evaluation: Educational Program

Scope of Practice Issues:

- Reviewed staff summary of 1999 Practice Analysis: "Newly Licensed Registered Nurses In US", National Council State Boards of Nursing.
- Accepted Investigative Updates: M.L. Leppanen. MN, BSN, JD
- Confirmed Release of Information: Right to Know regarding New Hampshire licensees.
 - Verification of Licensure
 - Employer information
 - Educational Preparation
 - Disciplinary Actions

Noted: Release of Mailing Information requires permission

- Reviewed California Survey Results:
- Boards of Nursing Actions Re. Lapsed License Fees

Legislative Events:

Confirmed A.R.N.P. appointment to the Joint Health Council:

- Dorothy Mulaney, M.S., A.R.N.P.
- Robert Buchholz, M.S., A.R.N.P.
- Cathy St. Pierre, Ph.D., A.R.N.P.

Educational Programs: Approval Status; Initial/
Continued (*with Recommendations)

Nursing Assistant: Program	Coordinator	Date
• Greenbriar Terrace Health Care Center Nashua NH	Kimberly Domenech, R.N.	4/20/2000
• N.A. Educational Services Salem NH	Noreen Rheume, R.N.	4/20/2000
• Crotched Mountain Rehabilitation Center Greenfield NH	Mary Frances Lawler, R.N.	4/20/2000
• St. Joseph School of Health Occupations Nashua NH	Pamela Wetmore, R.N.	4/20/2000
• Nashua High School Nashua NH	Roberta Flynn, R.N.	4/20/2000
• American Red Cross: Concord Chapter Concord NH	Patricia Dean, R.N.	4/20/2000
• Keene Center Genesis Eldercare: Keene NH	Lucinda Morton, R.N.	5/18/2000
• Ridgewood Center Genesis: Bedford NH 03110	Helen Flaherty, RN	8/17/2000
• Exeter Healthcare, Inc. Exeter NH	Judith Pelletier, R.N.	8/17/2000
• Hillsborough County Nursing Home Goffstown NH	Gayle Feick, R.N.	8/17/2000

BOARD ACTIVITIES

- Hanover Terrace: Marilyn Hanft, R.N. 9/21/2000
Hanover NH
- Coos Country Nursing Susan Hickey-Arsenault, R.N. 9/21/2000
Home:
Berlin NH
- NH Community Nancy Smith, R.N. 9/21/2000
Technical College:
Berlin NH

Structured Refresher Courses: **L.P.N.** Re-entry

Program	Coordinators	Approval Date
• St. Joseph School of Practical Nursing	Barbara Provencher, M.S. , R.N.	7/20/2000
		Initial Approval

L.P.N. IV. Therapy Course:

Reviewed all 1998 Annual Program Reports

Registered Nurse Programs

Program	Consideration	Outcomes
• Rivier - St. Joseph School of Nursing	Reviewed Collaborative Agreement Organizational Structure	Continued Approval
• NHCTC: Berlin-Laconia	On going Review	Accept Report
• NHCTC: Claremont-Nashua	Proposed Curricular changes: RN Program	Approved Changes

Questions to the Board

For renewal of an R.N. or L.P.N. license, the applicant must validate 900 hours active-in-practice during the four years immediately prior to the application for renewal. An A.R.N.P. must validate 900 hours active-in-practice in each category of licensure.

R.N. Active-In-Practice: Active-In-Practice means "any act performed by a nurse noted in RSA 326-B: 2 XVIII for any person with or without compensation regardless of setting". Family care included if care-recipient qualifies for skilled nursing and there is a plan of care.

Scope of Practice

Registered Nurse (R.N.)

- Is it within the scope of practice of nursing to provide respiratory interventions if the nurse is adequately educated and competent to so provide? The Board refers the nurse to Nur 305.01 (c) and (d).
- Can a nurse receive physician orders from other health care providers? The Board concluded that the nurse could implement orders transcribed by other health care providers if the nurse was assured the order originated from an appropriate prescriber.
- Does telephonic teaching of information require a NH nursing license? This activity does not involve disease management and is non-invasive. Therefore, would not require a nursing license if it is educational only. A license is required when disease management is involved.
- Can an R.N. utilize a defibrillator in an emergency setting outside the hospital without a direct M.D. order? The Board determined use of defibrillator would be appropriate under Nur 305.01 (c).
- What is the R.N.'s liability in the use of Automatic External Defibrillators? The Board determined use of defibrillator would be appropriate under Nur 305.01 (c).

- What is the role and expectation of the nurse educator in the academic setting when emergency care needs arise? The Board states that a nurse-educator may administer medications to students and that this administration does not only apply to advance practice educators. In emergency situations there is no need for any relationship with the Health Services of the school and an educator would not need to be hired by the Health Services in order to respond as a nurse in an emergency situation.
- Can an R.N. utilize fetal pulse oximetry as a nursing intervention? Yes, this equipment can be used as long as the registered nurse has the education, practice skill, knowledge and judgement. Refer to Nur 305.01 (c).
- Is it appropriate for an **R.N.** to use a FDA non-physician Arterial Suturing Device following diagnostic or interventional procedures in a catheterization laboratory? The Board opinion is that this procedure would be appropriate under Nur 305.01.
- Can a R.N. practice laser therapy? No, the Board stated that laser treatment/therapy is not within the scope of registered nurse practice.

Licensed Practical Nurse (L.P.N.)

- In what setting can the L.P.N. who has successfully completed a Board approved IV. therapy program practice? L.P.N.s who have completed a board-approved IV program may practice in all settings: acute care, long-term care, home care, and office. The practice must be supervised by a R.N. licensed in NH, a licensed physician or dentist and is limited to the scope as defined in Nur 604.
- LPN Chemotherapy agent administration: The Board has determined that a LPN cannot administer chemotherapy medication intravenously. Please refer to Nur 305.01 (c) & (d) for IM, sub-q & oral routes of administration for prescribed chemotherapy agents.
- Can the L.P.N. do Telephone Triage? Triage in a structured setting with predictable patient outcomes may be within the scope of practice of an L.P.N. This practice requires appropriate delegation. Also refer to Nur 305.01 (c) and (d).

Nursing Assistance (N.A.)

- Can the N.A. perform G-tube feedings under the supervision of a nurse or family member? The Board determined performing a gravity G-tube feeding must be delegated by a licensed nurse who determines if a N.A. is appropriately educated and competent in the procedure. It is inappropriate for a family member to supervise a N.A.
- Can a N.A. perform blood glucose monitoring under the direct supervision of the R.N.? Direct supervision means the registered nurse supervisor is on the same unit to offer assistance, guidance and help to the person being supervised (Nur 101.19). The supervision may be delegated by the registered nurse supervisor to the licensed practical nurse however, the rules of delegation must be followed. For information on delegation see Nur 403.

Advanced Registered Nurse Practitioner (A.R.N.P.)

- What are the requirements for the C.N.M. as first assist for Cesarean section? There is no prohibition by the Board for C.N.M. as first assist for Cesarean section; however the C.N.M.'s competencies as a first assist must be confirmed; i.e. content of the advanced nursing educational program completed for licensure as an A.R.N.P., category: Nurse Mid Wife.

BOARD ACTIVITIES - ANNUAL REPORT -

RSA 326-B:4 XIV. Establish and collect fees, under rules adopted by the board pursuant to **RSA 541-A**, relative to applicants seeking any type of license issued by the board under this chapter, including fees for applications for temporary licenses, reinstatement of inactive licenses, license by examinations, and renewal of licenses, as well as fees for verifying license status, program graduation, or computerized lists.

LICENSING FEES OVERVIEW

Note: The Board is 100% Supported by the fees collected

Key: DNA = Does Not Apply

UNC= Unchanged

1976 1990 1994 1998 2000

APPLICATION FEES

• Licensure by Endorsement

• R.N.	\$30.00	\$60.00	\$70.00	UNC	UNC
• L.P.N.	\$25.00	\$60.00	\$70.00	UNC	UNC
• N.A.	DNA	\$30.00	\$20.00	UNC	UNC

• Initial Licensure

• R.N.	\$30.00	\$60.00	\$80.00	UNC	UNC
• L.P.N.	\$25.00	\$60.00	\$80.00	UNC	UNC
• A.R.N.P.	\$ 5.00	\$75.00	\$100.00	UNC	UNC

• Licensure By Competency Evaluation

• R.N.	DNA	\$25.00	\$20.00	UNC	UNC
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• Temporary Licensure

• R.N.	\$ 3.00	\$20.00	\$20.00	UNC	UNC
• L.P.N.	\$ 3.00	\$20.00	\$20.00	UNC	UNC
• A.R.N.P. (New Graduates Only)	DNA	\$50.00	\$20.00	\$20.00	

(1976 Temporary License for Endorsement Only)

LICENSE MAINTENANCE

• License Renewal (Biennial)

• R.N.	\$ 8.00	\$50.00	\$60.00	UNC	UNC
• L.P.N.	\$ 6.00	\$50.00	\$60.00	UNC	UNC
• A.R.N.P.	\$ 2.00	\$75.00	\$100.00	UNC	UNC
• N.A.	DNA	\$20.00	\$20.00	UNC	UNC

• License Reinstatement

• R.N.	\$13.00	\$90.00	\$70.00	UNC	UNC
• L.P.N.	\$11.00	\$90.00	\$70.00	UNC	UNC
• A.R.N.P.	\$ 7.00	\$75.00	\$100.00	UNC	UNC
• N.A.	DNA	DNA	\$20.00	UNC	UNC

• License Verifications

• R.N.	\$ 2.00	\$25.00	\$25.00	UNC	UNC
• L.P.N.	\$ 2.00	\$25.00	\$25.00	UNC	UNC
• A.R.N.P.	DNA	\$25.00	\$25.00	UNC	UNC
• N.A.	DNA	DNA	DNA	DNA	\$20.00

• Duplicate License (Pocket Card Copy)

• R.N.	\$ 2.00	\$25.00	\$25.00	UNC	UNC
• L.P.N.	\$ 2.00	\$25.00	\$25.00	UNC	UNC
• A.R.N.P.	DNA	\$25.00	\$25.00	UNC	UNC
• N.A.	DNA	\$20.00	\$20.00	UNC	UNC

Note: Beginning in 1994, Board of Pharmacy costs included in A.R.N.P. fees.

RSA 326-B 4 III. Examine, license, and renew the licenses of duly qualified individuals. The board shall select an appropriate nationally approved licensing examination.

NUMBER OF ACTIVE LICENSEES BY FISCAL YEAR

Note: Total = (*Mid Year Count)

	*1996	*1997	1998	1999	2000
• R.N.	15547	16160	16692	17411	17529
• L.P.N.	3145	3168	3023	3022	2988
• A.R.N.P.	554	631	808	1002	1035
• N.A.	9326	9886	10385	10008	9983
Total	28603	29845	30908	31433	31535

LICENSE TRANSACTIONS: LICENSE TYPE TYPE BY FISCAL YEAR

	1996	1997	*1998	1999	2000
• Endorsements					
• R.N./L.P.N.	1013	1062	736	1193	1215
• N.A.	500	413	327	470	384
Totals	1513	1475	1063	1663	1599
• Initial License					
• R.N./L.P.N.	769	721	419	864	714
• A.R.N.P.	114	145	216	302	318
• N.A.	867	855	503	895	957
Totals	1750	1721	1138	2061	1989
• Temporary License					
• R.N./L.P.N./A.R.N.P.	787	731	379	753	809
Totals	787	731	379	753	809
• Renewal					
• R.N./L.P.N.	8462	8383	6516	8927	9298
• N.A.	1682	1694	1496	3171	3070
Totals	10144	10077	8012	12098	12368
• Reinstatement					
• R.N./L.P.N./A.R.N.P.	687	629	466	666	705
• N.A.	213	293	196	313	325
Totals	900	922	662	979	1030
• Verification					
• R.N./L.P.N./A.R.N.P.	891	917	745	1198	1121
• N.A.	0	8	7	3	7
Totals	891	925	752	1201	1128
• Duplicate Pocket Card					
• R.N./L.P.N.	89	96	89	111	133
• N.A.	67	59	63	80	89
Totals	156	155	152	191	222
• Returned Check					
• R.N./L.P.N./A.R.N.P.	28	29	18	57	64
• N.A.	11	13	5	33	38
Totals	39	42	23	90	102
• Administrative Fees					
• R.N./L.P.N./A.R.N.P.	135	135	84	94	90
• N.A.	133	128	111	110	110
Totals	268	263	195	204	200
Grand Total	16448	16311	*1276	19240	19447
* Reported to March 30, 1998 Only					

BOARD ACTIVITIES

- ANNUAL REPORT -

RSA 236-B:4 ...

- V. Conduct investigations, hearings, and proceedings concerning alleged violations of this chapter or of rules adopted under this chapter.
- VI. Subpoena witnesses, records, and documents, as needed, and administer oaths to those testifying at hearings.
- VII. Determine and enforce appropriate disciplinary action against all individuals found guilty of violating this chapter or the rules adopted under this chapter.

INITIAL BOARD DISCIPLINARY ACTIONS FISCAL YEARS 1996 - 2000 (Note Fiscal Year 7/01 - 6/30)					
	1996	1997	1998	1999	2000
• Reprimand					
• R.N.	0	6	5	3	11
• L.P.N.	2	5	2	2	3
• A.R.N.P.	1	0	0	1	0
• N.A.	3	17	14	8	2
Total	5	29	21	13	17
• Suspension					
• R.N.	6	10	5	6	13
• L.P.N.	6	5	6	0	1
• A.R.N.P.	0	0	1	1	0
• N.A.	2	3	10	11	1
Total	14	18	22	17	16
• Suspension : Stipulations					
• R.N.	3	5	9	1	2
• L.P.N.	1	1	0	1	0
• A.R.N.P.	1	0	0	0	0
• N.A.	0	3	3	0	0
Total	4	10	12	2	2
• Immediate Suspension					
• R.N.	0	0	0	0	0
• L.P.N.	0	0	1	0	0
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	1
Total	0	0	1	0	1
• Revocation					
• R.N.	5	1	0	0	0
• L.P.N.	2	1	0	0	0
• A.R.N.P.	0	0	1	0	0
• N.A.	1	11	11	7	5
Total	8	13	12	7	5
• Voluntary Surrender					
• R.N.	0	4	3	1	5
• L.P.N.	0	0	1	0	2
• A.R.N.P.	0	0	0	0	1
• N.A.	1	2	4	4	0
Total	1	6	8	5	8

INITIAL BOARD DISCIPLINARY ACTIONS (Continued) FISCAL YEARS 1996 - 2000 (Note Fiscal Year 7/01 - 6/30)					
	1996	1997	1998	1999	2000
• Reciprocal Actions					
• R.N.	1	1	0	0	1
• L.P.N.	2	0	0	0	0
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	0
Total	2	1	1	1	0
Total Actions	34	77	77	45	49
ADDITIONAL BOARD DISCIPLINARY ACTIONS FISCAL YEARS 1996 - 2000 (Note Fiscal Year 7/01 - 6/30)					
• Unencumber License					
• R.N.	0	1	0	1	0
• L.P.N.	0	0	0	0	0
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	0
Total	0	1	0	1	0
• Reinstatement					
• R.N.	0	0	1	1	2
• L.P.N.	0	0	0	0	0
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	1
Total	0	0	1	1	3
• Reinstatement: Stipulations					
• R.N.	0	0	1	0	1
• L.P.N.	0	0	0	0	1
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	0
Total	0	0	1	0	2
• Reinstatement: Fee & Fine					
• R.N.	0	0	0	1	0
• L.P.N.	0	0	0	0	0
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	0
Total	0	0	0	1	0
• Remove Stipulations					
• R.N.	1	3	0	0	2
• L.P.N.	0	1	0	0	0
• A.R.N.P.	0	0	0	0	0
• N.A.	0	0	0	0	0
Total	1	4	0	0	2
• Petition Denied	4	1	0	1	0
• License Approved 0	1	0	0	0	
• License Denied	1	1	0	0	0
Total Actions	1	11	4	3	8

BOARD ACTIVITIES - ANNUAL REPORT -

RSA 326-B: 4 VIII. Deny or withdraw approval of nursing educational programs that do not meet the minimum requirements of this chapter.

EDUCATIONAL PROGRAM REVIEWS TYPE BY FISCAL YEAR					
	1996	1997	1998	1999	2000
• Entry R.N. Educational Program:					
• Initial Approval	0	0	0	0	0
• Full Approval Continued	8	7	6	6	6
• Full Approval: Monitoring	0	1	3	3	3
• Conditional Approval	1	1	0	0	0
• Interim Reports	0	0	5	0	0
• Program Revisions	2	4	9	2	11
Note: Cyclical Reviews are conducted every five years and Annual Program Reports must be submitted.					
	1996	1997	1998	1999	2000
• Entry L.P.N.: Educational Program:					
• Initial Approval	0	0	0	0	0
• Full Approval Continued	2	2	2	2	2
• Full Approval: Monitoring	0	0	0	0	0
• Conditional Approval	0	0	0	0	0
Requires Annual Program Reports, 5 year Full Program Review and Interim Review/Reports as needed.					
	1996	1997	1998	1999	2000
• L.P.N. LV. Therapy Course:					
• Initial Approval	1	1	0	0	1
• Full Approval Continued	4	5	6	6	4
• Self Closure Acceptance	0	0	0	2	0
• Conditional Approval	0	0	0	0	0
Note : Annual Program Reports are required.					
	1996	1997	1998	1999	2000
• R.N. Nurse Extern Program:					
• Initial Approval	0	0	0	0	0
• Initial Approval Continued	1	1	1	1	1
Note: One and three year cyclical reviews are required and Annual Program Reports must be submitted.					
	1996	1997	1998	1999	2000
• R.N. Structured Refresher Course:					
• Initial Approval	0	0	0	0	1
• Full Approval Continued	2	2	2	2	2
• Closure: Inactive	0	0	0	1	0
Note: One year on-site and three year cyclical review is required.					

BOARD APPROVED EDUCATIONAL (Continued) PROGRAMS & COURSES BY FISCAL YEAR

	1996	1997	1998	1999	2000
• L.P.N.: Structured Refresher Course					
• Initial Approval	0	0	0	0	0
• Full Approval Continued	1	1	1	1	1
• Closure: Inactive	0	1	0	0	0
Note: One year on-site and three year cyclical review is required.					

NEWLY APPROVED NURSE EDUCATORS/TYPE BY FISCAL YEAR

	1996	1997	1998	1999	2000
• L.P.N.: Diploma					
• Directors/Chair	0	20	0	0	0
• Full Approval					
Nurse Educators	5	4	17	3	3
• Temporary Approval					
Nurse Educators	0	0	1	0	0
Total	7	4	18	3	3
• R. N.: Associate Degree					
• Directors/Chair	2	0	1	2	2
• Nurse Educators	7	8	44	18	14
• Temporary	0	0	2	4	2
Total	9	8	47	24	18
• R.N.: Baccalaureate					
• Directors/Chair	2	0	2	2	2
• Nurse Educators	9	20	32	4	18
• Temporary	0	0	0	0	0
Total	11	20	34	6	20
Grand Total	27	32	99	33	41

CHANGE OF ADDRESS FORM

NAME _____

ADDRESS _____

TELEPHONE NUMBER _____

LICENSE _____

MAIL TO:

NH Board of Nursing,
78 Regional Drive, Bldg. B
PO Box 38%
Concord, NH 03302-3898.

EDUCATIONAL UPDATES

BOARD APPROVED: PROGRAM DIRECTORS AND NURSE EDUCATORS

March **31,2000** - September **30,2000**

	PROGRAM	NURSING SPECIALITY AREA	APPROVAL DATE
Nurse Educators			
Karen Baranowski, DNSc, RN Interim Executive Director & Chair	Rivier College Department of Nursing & Health Sciences	Interim Appointment	8/31/2000
Mary Ann Daly, M.S., A.R.N.P.	NHCTC: Claremont • Nashua	Medical-Surgical Nursing & Psychiatric-Mental Health	7/11/2000
Nancy Knee, M.S., A.R.N.P.	Colby • Sawyer College	Community	7/12/2000
Deborah Dodge, M.S., R.N.	Rivier- St. Joseph School of Practical Nursing	Children and Women's Health	7/14/2000
Kathleen Jean Patenaude, B.S., R.N.	St. Joseph School	Medical-Surgical	8/1/2000
James J. Gaynor, M.S., R.N.	St. Anselm College	Psychiatric-Mental Health	8/2/2000
Wendy McKenny, M.S., A.R.N.P.	Colby-Sawyer College	Adult	8/23/2000
*Hand, Mark Charles, BS	Rivier - St. Joseph School of Nursing	Medical • Surgical	8/23/2000
Helene Heffernan, M.S.	Rivier - St. Joseph School of Nursing	Medical • Surgical & Women's Health	8/23/2000
Colleen Lynch, M.S., A.R.N.P.	University of New Hampshire	Medical • Surgical	8/30/2000
Chris Brewer, M.S., A.R.N.P.	Colby-Sawyer College	Psychiatric • Mental Health	9/5/2000
Martha K. Pasquali, M.S., R.N.	St. Anselm College	Adult; Medical • Surgical	9/7/2000
Kathryn Cauble, M.S., A.R.N.P.	NHCTC: Berlin • Laconia	Adult, Gerontology	9/20/2000
Joni Iarrobino, M.S., R.N.	University of New Hampshire	Medical-Surgical	9/26/2000

Key: NHCTC - N.H. Community Technical College

NOTE: * indicates Temporary Nurse Educator Approval. Approval is for a single, 12 month timeframe (Nur **601.11**)

PRACTICE NEWS

Disciplinary Action:

Pursuant to RSA **326-B:12 V**: Every individual, agency, facility, institution or organization that employs nurses within the state shall report to the Board within 30 days any alleged violations of the Nurse Practice Act (RSA 326-B: 12, RSA 326-B: **15** and Nur 215.01). (**Bold Added**). Violations specific to the Board actions reported below are cited in RSA 326-B:12 II, Nur **215.01** (b) and Nur 215.01 (d) (1) (2).

RSA **326-B:12** Disciplinary Action

II. Misconduct sufficient to support disciplinary proceedings under this section shall include:

- (a) The practice of fraud or deceit in procuring or attempting to procure a license to practice nursing;
- (b) Conviction of a felony or any offense involving moral turpitude;
- (c) Dishonest or unprofessional conduct including but not limited to intentionally harming, abusing or exploiting a patient, defrauding or harming the public in matters related to the practice of nursing, willfully failing to maintain

accurate and complete nursing records, acts of omission or commission when practicing nursing as set forth in rules adopted by the Board pursuant to RSA 541-A, and violating disciplinary orders or settlement agreements approved by the Board; [Amended 1991, 361:1, eff. July 1, 1991].

- (d) Gross or repeated negligence when practicing nursing activities ancillary to the practice of nursing, or any particular aspect or specialty thereof, or an established behavior pattern which is incompatible with the basic knowledge and competence expected of persons licensed to practice nursing or any particular aspect or specialty thereof; [Amended 1991, 361:1, eff. July 1, 1991].
- (e) Addiction to or abuse of alcohol or other habit-forming drugs or substances which render the licensee unfit to practice nursing; [Amended 1991, 361:1, eff. July 1, 1991].
- (f) Willful or repeated violations of any provision of this chapter; any substantive rule adopted by the Board pursuant to RSA 541-A, or any other state or federal statute or substantive rule applicable to the practice of nursing. [Amended 1991, eff. July 1, 1991].

PRACTICE NEWS

- continued -

In addition to RSA 326-B: 12, the following shall also be considered acts of misconduct or dishonesty for persons licensed under RSA 326-B.

Nur 215.01(b)

- (1) Accepting a nursing or nursing-related assignment when the licensee knows or has reason to know he or she is unqualified to perform the assignments;
- (2) Leaving an assignment without notifying the appropriate authority, whereby such departure endangers the health, safety and welfare of those individuals entrusted to the licensee's care;
- (3) Violating care recipients' rights, confidentiality, privacy, or records;
- (4) Practicing in a manner that discriminates on the basis of age, race, sex, handicap, national origin, sexual orientation, nature of illness or health status, physical or mental infirmity;
- (5) Misappropriating human or material resources;
- (6) Physical, mental and/or verbal abuse, battery, exploitation, harassment, or neglect of individuals;
- (7) Receiving, or agreeing to receive, fees or other considerations for influencing the care, activities or records of individuals;
- (8) Failure to maintain standards of practice or education pursuant to RSA 326-B:2, XIX;
- (9) Claiming as their own another's license pocket-card, or allowing others to use a license card not their own;
- (10) Administering therapeutic agents, treatments or activities, or recording of same, in an inaccurate or negligent manner;
- (11) Failure to record or report patient care data, or falsifying or altering records;
- (12) Failure to take appropriate action to safeguard individuals from incompetent health-care, nursing practices, nursing-providers, ancillary personnel or others involved with care-recipients;
- (13) Performing nursing activities or interventions, or providing nursing-related activities beyond the authorized scope of practice;
- (14) Practicing without a current license, or altering a license pocket-card by changing dates, numbers, or any information appearing on a license pocket-card;
- (15) Falsifying any information requested by the Board.

Nur 215.01(d)

- (1) Delegating activities to individuals when the licensee knows or has reason to know that the individual(s) is not qualified to perform the delegated activity; and
- (2) Failure of licensee to supervise individuals or groups required to practice nursing or provide nursing-related activities under supervision.

Related Definitions:

Revocation: means the termination of the authority to practice nursing or provide nursing-related activities following disciplinary action (Nur 101.48).

New see Annulment of Reprimand at bottom of this page.

Suspension with Stay: means the arresting of a suspension order to allow a licensee to practice nursing or provide nursing-related activities under specific stipulations (Nur 101.51).

Suspension: means the withholding of the authority to practice nursing or provide nursing-related activities for a specified period of time following disciplinary action (Nur 101.53).

Reinstatement: means the reactivation of a license to practice nursing or provide nursing-related activities for a specified period of time following disciplinary action (Nur 101.53).

Reprimand: means a disciplinary action taken against a license, noted on the individual record, that does not affect the individuals ability to practice nursing or provide nursing-related activities.

Voluntary Surrender: a license may be surrendered at any time; however, the surrender does not preclude any board investigation or action (Nur 216.01 (a) (b)). When surrendered the licensee no longer has the rights or privileges associated with the license and cannot practice nursing or provide nursing-related activities.

Annulment of Reprimand

If a licensee has received a reprimand for misconduct Nur 217.01 provides a process for requesting an annulment. The rule also provides that the Board cannot take any action on a petition

for annulment of a reprimand if the reprimand was based on abuse, theft or criminal activity. If a reprimand is annulled it is as though no discipline has occurred. However, the Board must provide information regarding the reprimand and annulment to New Hampshire law enforcement and to other state agencies investigating the licensee's nursing practice or in the case of nursing assistants, nursing related activities. Essentially the licensee "petitions" the Board. As in all petitions an annulment can be requested by writing a letter to the Board. See Nur 217.01 (b) for the specific

requirements for the content of the petition.

In addition to those requirements there are several points that should be carefully considered before a licensee requests annulment since Nur 217.17 (d) provides that if the petition is denied by the Board the licensee cannot request annulment again for at least 3 years. First the rule provides that an annulment can be requested "Following a period of absence from misconduct". In determining how long one should wait before petitioning the Board a licensee should consider whether the time period has allowed the accumulation of sufficient data to persuade the Board that the "period of absence from misconduct" has been long enough to indicate a pattern of consistently good performance. In most cases the time period that would be reasonably adequate

is at least six months although the longer the period of good conduct the more persuasive is the licensee's assertion that the reprimand should be annulled.

Additionally it is very important to ensure that one will be able to secure positive written documentation to support the petition. Persuasive documentation would include an evaluation from all employees since the reprimand was issued and at least two other references from other professionals or colleagues generally addressing the subject matter that was the basis for the reprimand.

... M. Lee Leppanen, M.N., B.S.N., J.D.
Investigator, Prosecutor

PRACTICE NEWS

• continued •

NOTICE: MANDATORY REPORTING

During April 2000, the Board of Nursing began reporting all final disciplinary actions to the National Practitioner Data Bank. (NPDB). The NPDB is a federal reporting system required by law, Title IV of Public Law 99-660. The U.S. Department of Health and Human Services, Bureau of Health Professions, Health Resources and Services Administration maintains the system.

The system is designed as a health care practitioners alert system and provides a full review professional credentials. In compliance with the law, the Board is required and certified to report all final actions taken against a licensee. Access to the database is limited and the information reported is considered confidential and protected under the Privacy Act, 5 USC §552a. At this time disclosure to the general public is not allowed. The Health Care Quality Improvement Act of 1986 supersedes the disclosure requirements Freedom of Information Act. For more information about the NPDB visit the web site at: www.npdb.com

Disciplinary Action: March 31,2000 - September 30,2000

R.N., L.P.N., A.R.N.P., N.A.

NAME	LICENSE #	STATUS	TIME FRAME / FINDING	STATUTE (RSA) & ADMINISTRATIVE RULE (NUR) REFERENCE
Silvia, Shen	030385-21	Reprimand	2/17/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(11).
LeMay, Amanda	043793-21	Reprimand	3/18/00	RSA 326-B:12 II (c).
DiGiorgio, Dorothy	018518-24	Revocation	3/16/00 FM	RSA 326-B:12 II (c) and Nur 215.01 (b)(3), Nur 215.01 (b)(5), Nur 215.01 (b)(6)
Stebbins, Katharine	034851-21	Reprimand	4/12/00	RSA 326-B:12 II (c), and Nur 215.01 (b) (14).
Appleby, Christina	036568-21	Suspended	4/20/00 Year	RSA 326-B:12 II (e).
Bums, Janice	043271-21	Suspended	4/20/00 Year	RSA 326-B:12 II (c) and RSA 326-B:12 II (e); Nur 215.01 (b) (5) and (b)(11).
Oliver, William	038711-21	Suspended	4/24/00 Indef.	RSA 326-B:12 II (c) and Nur 215.01 (b)(5), (10) and (11).
Sarabia, Mary Jane	014186-21	Vol. Surrender	4/24/00	
McCullough, Danielle	032859-21	Suspended	5/18/00 1 Year	RSA 326-B:12 II (c) and Nur 215.01(b)(5), Nur 215.01 (b)(10),
Mrozek-Orlowski, Mary	037229-21(23)	Suspended	5/18/00 1 Year	RSA 326-B:12 II (e).
Quast, Florence	011546-21	Suspended	5/18/00 1 Year	RSA 326-B:12 II (e).
Satterfield, Jill	027482-21	Reinstated	5/18/00	
McMahon(Butler),Erica	006680-24	Reinstated	5/18/00	
Gabai, Ivy	038134-23	Reprimand	6/2/00 A.R.N.P.	RSA 326-B:12 II (c), and Nur215.01 (b)(13).
Howard, William	041147-21	Reprimand	6/2/00	RSA 326-B:12 II(c) and Nur 215.01 (b)(11), Nur 215.01 (b)(13).
Adams, Darlene	011325-22	Reprimand	6/15/00	RSA 326-B:8-a 1
Bartis, Samatha	046286-21	Suspended	6/15/00 1 Year	RSA 326-B:12 II (c). RSA 326-B:12 II (e) and Nur 215.01 (b)(5).
Graham, Mary Beth	041106-21	Reinstated	6/15/00	With Stipulations
Hogan, Carol F.	018135-21	Reprimand	6/15/00	RSA 326-B:12 II (c)
Buckley, Rosemary	041007-21		7/20/00	Removed Stipulations
Corbeille, Robert	022900-21(23)	Vol. Surrender	7/20/00	RSA 326-B:12 II(e) and Nur 215.01 (b)(5).
King, Carol	007692-22	Vol. Surrender	7/20/00	RSA 326-B 12 II (c) and Nur 215.01 (b)(10), Nur 215.01 (b)(11).
Sherburne, Rebecca	044061-21	Suspended	7/20/00 1 Year	RSA 326-B 12 II (e) and Nur 215.01 (b) (5)
Durant, Carol A.	018562-24	Reprimand	7/27/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(14) .WWL
Leonard, Donna	039736-21	Reprimand	8/02/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(14). WWL
Hicks, Jennifer	017410-24	Vol. Surrender	8/17/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(3), Nur 215.01 (b)(6).
Passiatore, Robert	020295-24	Suspended	8/17/00	RSA 326-B:12 II (c), RSA 326-B:8-a 1 and Nur 215.01 (b)(6).
Plante, Elizabeth	018185-24	Vol. Surrender	8/17/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(3) and (b)(6)
Smigielski, Sarah	012579-24	Reprimand	8/17/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(13)
Larive, Martha	039577-21	Reinstated	9/21/00	No Stipulations
Romanos, Bonnie	004856-22	Reinstated	9/21/00	With Stipulations
Daniels, Susan	039720-21	Suspended	9/21/00	RSA 326-B:12 II (c) and Nur 215.01 (b) (8), (b)(10), (b)(13).
Towle Costa, Karen	010322-22	Vol. Surrender	9/21/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(3), (b)(5), (b)(6).
Whitcomb, Christina	011253-22	Suspended	9/21/00 1 Year	RSA 326-B:12 II (e).
Bugbee, Michele	008109-24	Suspended	9/21/00	RSA 326-B:12 a
Morales, Jorge	018124-24	Vol. Surrender	9/21/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(3), Nur 215.01 (b)(6).
Moses, Laura	017410-24	Vol. Surrender	9/21/00	RSA 326-B:12 II (c) and Nur 215.01 (b)(3), Nur 215.01 (b)(6).
Palmer, Ashley	017999-24	Revocation	9/21/00 FM	RSA 326-B:12 II (c) and Nur 215.01 (b)(5).

Abbreviations: Vol.= Voluntary WWL = 2nd Offense = Working without a license Indef.= Indefinitely
WFM = With Finding of Misappropriation A.R.N.P. = A.R.N.P. Reprimand Fine \$175.00

PRACTICE NEWS

- continued -

Licenses Reported Lost, Stolen or Never Received and Duplicate Licenses Issued (R.N., L.P.N., A.R.N.P., N.A.) for the period of 04101/00 - 9130100

Registered Nurses:

Austin-Clark, Nancy 032681-21
Baines, Cheryl 026977-21
Banuskevich, Sheryl 037460-21
Barnard, Susan 030148-21
Beaudry, Sarah 046779-21
Bender, Steven 047470-21
Berridge, Jacqueline 038467-21
Brown, Phyllis 025547-21
Burton, Mary 043740-21
Caron, Christine 037355-21
Chabot, Arlene Joan 026268-21
Coleman, Deborah 036528-21
Crucitti, Joyce 020395-21
Darling, Cynthia 035184-21
Desaulniers, Helen 015971-21
Dill, Eleanor 044679-21
DuBois, Marjorie 032736-21
Duffy, Sheila 028305-21
Eldred, Julie 034543-21
Ellis, Jamie 026952-21
Ethier, Therese 047617-21
Fernandes, Juanita 038962-21
Fisette, Valerie 046932-21
Fowles, Sandra 028291-21
Gagne, Jacqueline 013631-21
Garlick, Lori 045365-21
Gehring, Patsy 035076-21
Genest, Rosemary 009524-21
Gillis, William Jr. 040085-21
Godfrey, Louise 018659-21
Goodale Spencer, Anna 047412-21
Hatmaker, Sheila 028462-21
Hayes, Janice 039555-21
Holmes, Katherine 017210-21
Houle, Sandra Lee 041468-21
Hutchings, Jennifer 047321-21
Jack, James 047252-21
June, Kerrie 047809-21
Lines, Betty 016788-21
Lombard, Linda 015460-21
Losacano, Connie 037537-21
Losos, Michael 025860-21
Lucas, Karen 037220-21
Lupp, Wendy 039869-21
Lyons, Terri 043235-21
Maback, Karin 028347-21
Maurer, Judy 034906-21
McCabe-Crumb, Virginia 013638-21
McCormick, Pauline 048049-21
Menswar, Gail 036262-21
Miles, Julie 046423-21
Moore, Margaret 046260-21
Mozden, Annterese 043948-21
Munroe, Lynn 034199-21
Murphy, Valerie 045171-21
Nichols, Robin 035688-21
O'Brien, Patricia 043846-21
Paige, Sarah 028600-21
Paquiot, Philomene 047885-21
Pasquali, Martha 042070-21

Quirinale, Elizabeth 045700-2
Roderiques, Laurie 031156-2
Roux, Lisa 034870-2
Sarcione, Rhonda 041877-2
Schiller, Gretchen 043961-2
Singarella, Christel 047440-2
Smith, Melodye 023439-2
Squires, Heidi 026286-2
Stout, Patricia 043602-2
Strohl, Gail 035509-2
Sullivan, April 033996-2
Talbot-Kleeman, Anne 030323-2
Tauer, Michelle 042961-2
Thorstensen, Katrina 030021-2
Waters, Katherine 045159-2
Weightman, Sharon 047356-21
Wernik, William 028751-21
Licensed Practical Nurses:
Beauregard, Jodi 010383-22
Berardi, Julianna 011755-22
Boutin, Heidi 010251-22
Campbell, Ann 010929-22
Casey, Donna 002951-22
Clegg, Sheila 010503-22
Conlon, Kerry 009104-22
Dorrance, Marybeth 011757-22
Finney, Susan 009194-22
Lawrence, Ruth 006074-22
Marcum, Melissa Anne 011070-22
Olson, Miranda 011261-22
Pelletier, Angela 011868-22
Phelps, Emilie 002307-22
Plyler, Christine 011599-22
Price, Jennifer 011756-22
Ryan, Donna 011627-22
Sutton, AM 007322-22
Advanced Registered Nurse Practitioners:
Nichols, Robin 035688-23
Thorstensen, Katrina 030021-23
Nursing Assistants:
Adjutant, Heidi 013021-24
Avery, Crystal 006017-24
Babcock, Donna 018559-24
Barton, Lisa 012080-24
Bedell, Penny 014620-24
Berg, Shantell 013511-24
Bergeron, Joan 006970-24
Boisvert, Brenda 019213-24
Boisvert, Debra 006618-24
Charles, Diana 015536-24
Chickering, Amy 009014-24
Cochran, Terry 000629-24
Cotter, Melinda 020603-24
Cunningham, April 019878-24
Delisle, Heide 018190-24
Desjardins, Zoraida 001621-24
Dussault, Carol 013695-24
Estes, Lois 005552-24
Foley, Sarah 018314-24
Gayla Watson 010066-24
Goyette, Joan 008140-24
Howard, Benjamin 012985-24
Hughes-Frost, Joan 002573-24
Johnston, Kathleen 019677-24
Josselyn, Rebecca 014103-24

Kleinschmidt, Andrea 019990-24
Koufopoulos, Donna 011235-24
Lacasse, Wendy 020618-24
Laporte, Angela 013855-24
Letourneau, Heather 015691-24
Marshall, Dina 001347-24
Martin, Dorothy 009989-24
Mazhandu, Pamela 017066-24
McGuirk, Sherri 003137-24
Mosher, Christine 015396-24
Njuguna, Clare 016477-24
Overlock, Robin 012807-24
Papa, Wanda 000996-24
Pilling, Jennifer 002306-24
Queenan, Danielle 018319-24
Reisman, Carlene 020562-24
Roberts, Hannah 019907-24
Rollinson, Linda 013052-24
Roy, Gina 019320-24
Schilling-Schumacher, Patricia 014517-24
Sheppard, Mildred 003375-24
Smith, Diannia 020924-24
Smith, Kelly 019784-24
Smith, Theresa 020539-24
Smith, Tina 015549-24
Sorrell, Tina 018455-24
Sturgeon, April 002341-24
Thibodeau, Fay 020230-24
Tibbetts, Olive 010355-24
Trudelle, Sarah 018436-24
Wall, Wanda 020337-24
Webster, Yoko 017972-24
Welch, Crystal 017535-24

The following licenses are INVALID:

The check received for payment was returned; The licensee was notified of the returned check.

Registered Nurse:

Buttner, Ted NA
Caswell, Diane 020394-21
Chase, Mary Ann 047860-21
Jones, Cynthia 025795-21
Thevenot, Nicole 046628-21
Thibodeau, Cheri 044263-21

Licensed Practical Nurse:

Montzky, Marlene (Philbrook) 006742-22
Nuell, Joan 011894-22

Nursing Assistants:

Andrada, Anna 011010-24
Arsenault, Linda 014952-24
Barrie, Andrew 011072-24
Johnson, Carol 011322-24
Lecomte, Sheri 014151-24
Martin, Margaret 018610-24

Strong, Donna

Thibeault, Denise 011886-24
Thibeault, Denise 014897-24
Vertigans, Angela 015822-24
White, Carrie 013767-24

PRACTICE NEWS

- continued -

Survey Board of Nursing Fact & Functions:

NH Nursing Programs; NCLEX First Time Candidates

(March • May 2000)

Board of Nursing Facts & Functions

	TOTAL RESPONSES	YES	NO	UNSURE
• Members Elected to The Board	286	211	25	50
• Board is Established by law	291	200	47	44
• Develop Rules	288	263	8	17
• Approves Continuing Education Programs	292	261	10	21
• Defines Requirements for Licensure	292	273	5	14
• Approves Nurse Educators	291	196	39	56
• Defines Standards for Nursing Educational Programs	290	247	20	23
• Approves Nursing Educational Programs for:				
Nursing Assistants	288	249	17	22
Practical Nurses	292	264	14	14
Registered Nurses	290	265	13	12
Advanced Nurse Practitioners	290	240	20	30
Nurse Extern Program	289	210	22	57
LPN IV Program	289	215	24	50
Medical Assistant Program	289	157	59	73
Continuing Education	288	222	21	45
• Establishes Program Fees	286	147	78	61
• Determines Program Policies	284	179	57	48
• Authorizes Nursing Practice	287	239	18	30
• Validates Nursing Credentials	288	256	10	22
• Confirms Continued Competency to Practice	290	247	13	30
• Defines Scopes of Practice	290	234	30	26
• Establishes Employment Policies	287	122	112	53
• Investigates Complaints about Nursing Practice	290	239	22	29
• Investigates Complaints about Employee Practices	288	185	54	49
• Governs Nursing Practice	288	227	31	30
• Governs Employees Work Settings	289	145	89	55
• Protects the Public	291	226	29	36
• Protects the Profession of Nursing	294	247	25	22
• Establishes Educational Program Contents	287	207	39	41
• Defines Ethical Standards	288	232	31	25
• Reviews Nursing Educational Programs	287	249	14	24
• Audits Licensees for Compliance with Requirements	285	240	15	32
• Board Meetings open to the Public	283	194	29	60
• Licenses the Following:				
Medical Assistant Programs	276	169	59	46
Nursing Assistants	276	169	59	48
Practical Nurses	289	261	13	15
Registered Nurses	292	279	5	8
Advanced Nurse Practitioners	290	281	3	6
Nurse Extern Program	291	259	10	22

SURPRISING.. SURVEY RESULTS

... Margaret Franckhauser, ARNP,

Vice Chairperson, NH Board of Nursing

In the spring of this year, the Board surveyed senior nursing students, first time NCLEX test candidates, regarding their understanding of the role and function of the Board of Nursing. A total of 292 candidates completed the survey. Although the majority of candidates were accurate in identifying many of the key functions of the Board, there were some very surprising responses as well. I would like to share some of these responses with you and use the opportunity to clarify some common misunderstandings of the role and function of the Board.

Of the total respondents, 261 (89%) thought that the Board approved continuing education programs. While the Board does approve entry level educational programs for nursing assistants, registered nurses, and practical nurses, the Board does not approve continuing education programs. Professional nursing and other professional organizations generally perform this function. The Board does require that licensees demonstrate continued competence through participation in continuing education, but it does not approve such programs.

Forty-three percent of respondents believe that the Board establishes employment policies; sixty-four percent believe that the board investigates complaints about employer practices, and 50% believe that the Board governs employers/work settings. None of these is true; although, we recognize that all three are commonly held misconceptions. In fact, the Board governs only the practice of nursing by qualified licensees. Therefore, the Board has jurisdiction over the individual license holder and the programs preparing nurses (except Advanced Practice) in our state. The Board of Nursing has no governance or control of facilities or other employers of nurses. In an event involving an employer and a nurse, the Board can only deal with the nurse licensee. The Board cannot impose any disciplinary action on an employer or a facility. The Board may choose to forward their concerns regarding a specific event to the employer or facility. Generally, an agency or facility is governed by another state entity, such as the Secretary of State or Bureau of Health Facilities and the Board may elect to forward copies of their actions to these groups.

The Board's role regarding Medical Assistants was also an area of interest in the survey. While the Board has no regulatory authority over the practice of Medical Assistants, 61% of respondents thought that we did. The question of Medical Assistant regulatory authority has yet to be assigned in New Hampshire.

Finally, when asked if the role of the Board of Nursing is to protect the practice of nursing, a full 84% responded "yes". While the role of professional nursing associations is clearly to promote, protect, and advance the practice of nursing, the role of the Board is different - to protect the health and welfare of the citizens of New Hampshire from the unsafe, unauthorized practice of nursing. The two issues are not the same. In their correspondence, many licensees implore the Board to take action to advance the interests of the nursing profession. It is important for licensees to understand that the Board cannot fulfill this role; it is outside our regulatory authority. The board is always compelled by legitimate public safety concerns, but must defer the professional advocacy role to the professional organizations.

NATIONAL COUNCIL STATE BOARDS OF NURSING

The National Council of State Boards of Nursing has a mission to assist member boards with regulation which governs nursing practice, to promote safe and effective nursing practice and to protect public health and welfare.

The 22nd Delegate Assembly 2000 of the National Council of State Boards of Nursing, Inc. was held August 8-12, 2000. 112 delegates from 61 member boards attended this meeting held in Minneapolis, Minnesota. Discussions at the Delegate Assembly were as follows:

Among the speakers at delegate assembly was Carole Andersen, PhD, Dean of the College of Nursing at Ohio State University who challenged the Assembly to prioritize the issue of the nursing shortage and address methods to attract high achievers to the profession. In response to her challenge, the assembly voted to establish a task force to develop a position statement that will recommend changes for licensure for the technical, professional and advanced practice roles of the nurse derived from:

- Clear delineation between the roles of the nurse.
- Clearly identified process for meeting the educational requirements essential for practice in each of the roles.
- NCSBN focus on building sound organizational governance structure.
- Concerns include the decreasing numbers of newly graduated nurses and the aging of the present membership with the need to build strategies for fiscal improvements.
- Area Meetings held in the Spring will now be combined into a single, mid-year conference. Each area will hold a separate meeting at this conference.
- Uniform APRN Licensure/Authority to Practice Requirements

There is recognition of the diversity of statutes regulating the role of advanced practice registered nurses which derives, in part, from the lack of standardization in preparation for the role and licensure. In response, the delegate assembly has convened a task force to begin to look at establishing uniform standards for licensure and authority to practice. The APRN task force recommendations were approved and require APRNs to:

1. be licensed as a registered nurse.
 2. have completed graduate education in an accredited program by 2002.
 3. be certified by an appropriate, specialty certification body
- Adoption to increase the NCLEX candidate fee

The NCLEX fee increase was approved at the Delegate Assembly. The new fee will be \$200.00 effective 10/1/01.

Election of Officers: 2000:

Board of Directors;

(Administrative Body of the National Council)

Area I Director: Dorothy Fulton

Area II Director: Lorinda Inman

Area III Director: Julia Gold

Area IV Director: Iva Boardman

Director at Large: Myra Broadway, Maine, Area IV

Deborah Burton, Oregon, Area I

President: Joey Ridenour, Arizona, Area I

Vice President: Kathy Apple, Nevada, Area I

Treasurer: Barbara Morvant, Louisiana, Area III

Doris Nuttelman RN, EdD was recognized for her contributions over the years while serving as the Executive Director from New Hampshire. The statement was made "Doris will be missed on the Finance Committee. She really made us think!"

Licensed Practical/Vocational Nurse Forum...

.... *Tricia Duff, L.P.N. Board Member*

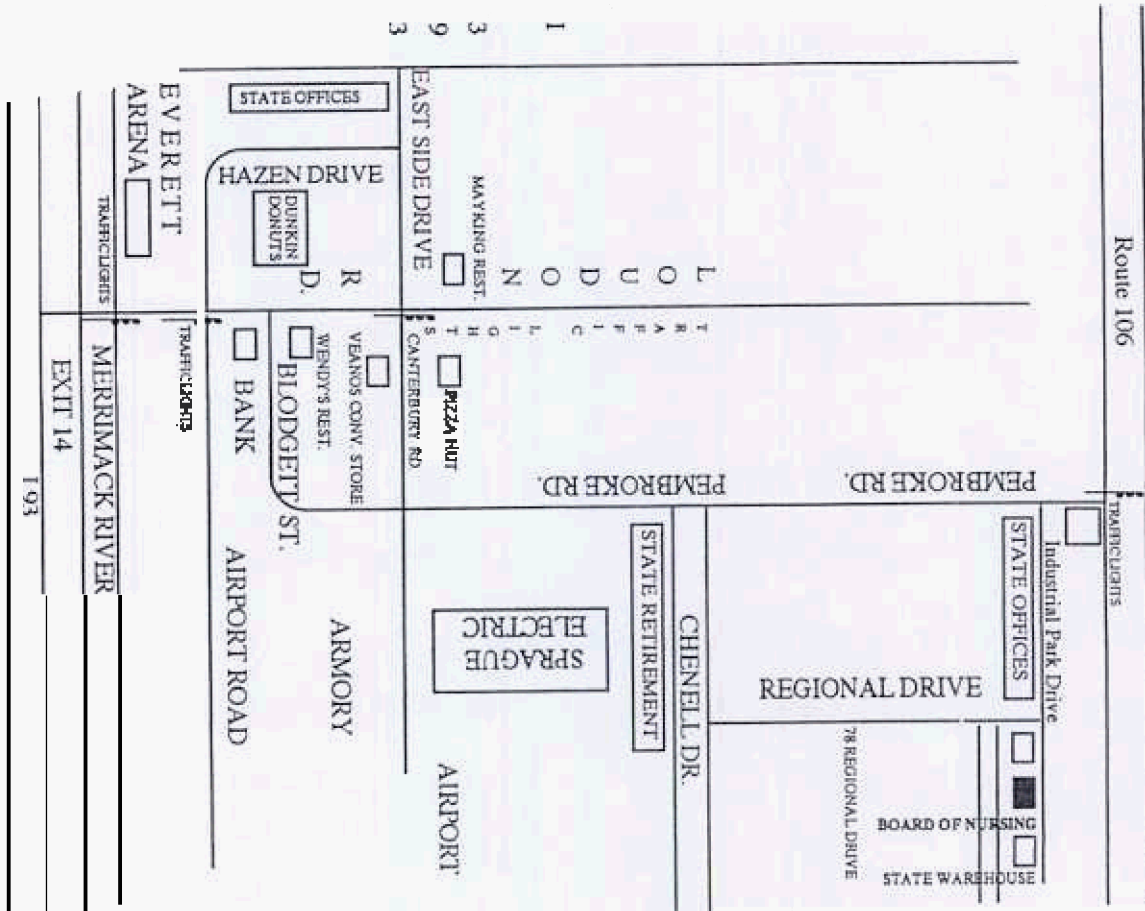
The Licensed Practical/Vocational Nurse Forum sponsored by the National Council State Boards of Nursing was held August 7, 2000 in Minneapolis Minnesota. I was privileged to attend this event and was among 115 other practical nurses from across the country attending this first-time forum. The support and recognition given to the practice and contribution of practical nurses by each speaker was remarkable.

Joanna Scalabrini, R.N., a dynamic speaker, spoke about the issues of education and practice and stressed that both the education and licensed practical/vocational nursing practices (L.P.N./L.V.N.) varies from state to state. For example, L.P.N.s/L.V.N.s are taught critical thinking and intravenous skills (I.V.); but, in some states the use of critical thinking and IV. skills is not allowed or restricted. Among the other issues she talked about were nursing salaries and the need to recruit more nurses. The practice setting is changing, there is more specialized equipment, enhanced I.V. therapies, conscious sedation, access devices and pumps and there is a need for the practical/vocational nurse role to grow.

Another outstanding speaker, Rumay Alexander, R.N., spoke about a full spectrum of issues. She spoke about problems of staffing ratios, managed care and the public's mistrust of the health care system. She also talked about the needs of an increasing elderly population, the implications of an older nursing work force, retiring nurses and the mandate for nurses to speak positively about the profession. The reality is that there are not enough registered nurses to provide all the needed nursing care and that our energies should be not be spent on protecting our practices but on working together.

Vickie Sheets, R.N. staff member for the National Council State Boards of Nursing (NCSBN), spoke about the opportunities to promote and support practical nursing through cost/benefit analysis and the importance of working to change legislation or policy. She also provided an update about licensure by Mutual Recognition., as of July 2000, eleven states have entered state compacts.

This first Forum was such a success that NCSBN is considering plans to offering the Forum again next year to a larger audience.



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